

ADA and Workers' Compensation Considerations at Layoff

Americans with Disabilities Act (ADA) Issues at Layoff

The provisions of the ADA do not supersede the terms of collective bargaining agreements on the issue of layoffs. Therefore, once layoffs have been completed, employees, whether they have a disability or not, must be "qualified" or able to perform the essential functions of their jobs with or without reasonable accommodations and without undue hardship. The office of the State ADA/Disability Coordinator is located at MMB. Call 651.259.3623/V or TTY users call MN Relay 711 for further information.

Workers Compensation (WC) Issues at Layoff

All employees with active workers compensation benefits will be dealt with on a case by case situation. The WC Disability Management office is located at the Minnesota Department of Administration. Contact Cindy Storelee at 651.201.3033 for further information.